

CENTRAL INTELLIGENCE AGENCY

WASHINGTON, D.C. 20505

The Honorable Ronald V. Dellums
House of Representatives
Washington, D. C. 20515

Dear Mr. Dellums:

The comments expressed in the first paragraph of your letter of December 2, 1975, are basically correct. However, the "preferability" of the tractor-trailer positions over the chauffeur assignments is questionable. When including overtime factors, the yearly total salaries are comparable. The tractor-trailer positions demand odd hours on the job to accomplish delivery or pick-up of cargo from airports and shipping terminals throughout, not only the Metropolitan Washington area, but other locations as well. In addition, a great deal of physical labor is required to offset the loading and offloading of the cargo, whereas normally our Motor Pool chauffeurs are not required to do same.

Our table of organization provides eight tractor-trailer positions, but two basic factors, driver openings and skills, have restricted the movement of chauffeurs to the tractor-trailer operation in the past. While it is true that, up until now, all of these positions have been filled with whites, recently one driver retired; and this allowed us to transfer a black from the Motor Pool to that group after we enrolled him in an intensified external training program.

Each of our chauffeurs, 25 in number, has been advised that training at government expense is available if they wish to transfer to the tractor-trailer operation. Thus far, only three have specifically requested this training. Soon we expect to select another chauffeur for the same or similar-type training, even though a position may not be available until a later date. In this regard, I might add that, as any vacancies become available, each and every person assigned to our Motor Pool will be given every consideration not only for additional training, but for any vacancy for which he may be or can become qualified. You may be interested to know that the positions of Chief, Motor Pool Branch and his Deputy have been occupied by blacks since April 13, 1975, and we rely heavily on these individuals for recommendations regarding suitability and deserving candidates for training and assignments. Thus far, their performance has been characterized as outstanding.



On the subject of equal employment opportunity, I think this is a good opportunity to briefly review where we are headed. It is not generally known that efforts are currently underway which should go a long way toward making us exemplary among Federal agencies. This has been a key year in our "great leap forward" in Affirmative Action. In July, I began by expanding the staffing and upgrading the status of EEO by creating an Office of Equal Employment on an organizational par with other offices under the Director. This Office is now building a full-time staff of twelve EEO Specialists including, as Director, EEO, a senior Agency official experienced in intelligence and trained in the management of EEO and Affirmative Action Planning.

The Office of EEO is currently assisting Agency management in planning and initiating more objective and aggressive Affirmative Actions to seek and eliminate problems such as the one which prompted your correspondence. This Office is supplemented by an Agency-wide network of part-time component EEO Officers and EEO Counselors. In addition, I and the Director, EEO are regularly advised by representative groups concerned with EEO and the status of women. All are coming to understand the relevance of this effort to good Human Resource Management. Nevertheless, as we progress toward our priority goals of Upward Mobility for minorities and women, minority recruiting and the overseas expansion of the EEO complaint system, I welcome your continued interest and support.

I would hope that the above facts assure you that we are taking and will continue to take whatever actions we can to provide our employees with every opportunity to better themselves.

Sincerely,

W. E. Colby
Director

12 DEC 1975